

## Join Our WhatsApp Channel!

ALRB has a WhatsApp channel for farmworkers where we share information about your labor rights, events in your area, resources, and more.

Make sure you have WhatsApp installed on your cellphone.

Open the phone's camera app and scan the QR code below.

Click on the link that appears.

Once you are redirected to WhatsApp, press send and answer questions.

## Sign Up Today!



Alternatively, text "ALRB" to  
**(647) 496-0508** to register.

## Contact Us!

Primary Number:  
**1-800-449-3699**

Our services are free, initial consultations are confidential, and your immigration status does not matter.

### Office Information:

**Visalia**  
**(559) 627-0995**

1642 West Walnut Avenue, Visalia, CA, 93277

**Salinas**  
**(831) 769-8031**

342 Pajaro Street, Salinas CA, 93901

**Oxnard**  
**(805) 973-5062**

1901 N. Solar Drive, Suite 240, Oxnard, CA, 93036

**Indio**  
**(760) 342-9633**

81713 Highway 111, Suite A, Indio CA, 92201

**Santa Rosa**  
**(707) 527-3256**

606 Healdsburg Avenue, Santa Rosa, CA, 95401

Visit our website: [www.alrb.ca.gov](http://www.alrb.ca.gov)

 California Agricultural Labor Relations Board

 @alrb\_ca

 alrb.ca



**ALRB**  
AGRICULTURAL LABOR  
RELATIONS BOARD

FAIRNESS  
IN THE FIELD



All farmworkers have the  
right to ask for better  
working conditions  
without retaliation

## Who does ALRB serve?

- Farmworkers who face retaliation for asserting their rights while working in California.
- Farmworkers who want to have union representation in California.
- Unions who want to represent farmworkers in California.
- Growers who are involved in ALRB processes.

## Farmworkers include:

- Workers who work in fields, orchards, nurseries or greenhouses (including marijuana cultivation).
- Dairy workers, sheepherders, beekeepers and more.
- Workers with an H-2A visa.

## How do I file a claim with ALRB?

- Call us for a free consultation.
- Fill out the "Unfair Labor Practice Charge" form on our website under Forms or contact us for assistance.

## What are some examples of what ALRB can do when workers' rights are violated?

- Require an employer to offer reinstatement to workers who were wrongfully fired.
- Recover lost wages caused by reduced hours, loss of job or failure to rehire the following season.
- ALRB will notify all workers in the workplace and by mail of their rights under the law and explain what rights were violated.

## Who is ALRB?

ALRB is a state agency that:

- Protects the right of farmworkers to organize and request changes or make complaints to improve their working conditions.
- Protects workers' rights to organize to belong to a union.
- Enforces a growers' obligation to bargain with a farmworker union that represents its workforce.
- Ensures that unions and employers are respecting workers' rights.

## What rights does ALRB protect?

ALRB enforces laws that protect farmworkers from retaliation when they seek better working conditions or make complaints.

Examples include:

- Asking for higher wages.
- Asking for water, bathrooms or other issues related to health and safety.
- Reporting harassment or other mistreatment by a supervisor or crew leader.
- Asking about overtime, breaks or work hours.
- Supporting a union.

## Rights to choose a union:

- Workers have the right to campaign for a union. The ALRB oversees elections and authorization cards for workers to decide if they want a union to represent them.

## Examples of retaliation include

- Not rehiring a worker.
- Laying off or firing a worker.
- Being given a less desirable job.
- Having your hours reduced.

Each case is unique; call us to find out more. We can assist you with the process of filing a claim.



## ALRB Helps Workers Enforce Their Rights:

Juan worked harvesting cantaloupe in Fresno County. After he stood up for a co-worker whose paycheck was missing money, Juan was fired. He came to ALRB for help and was assisted in recovering his lost wages and required his employer to extend a job offer for his return.

*"Many times we workers do not say anything out of fear despite the fact that there are laws that protect us. If we constantly live with that fear, we will never get the help we want. I spoke to ALRB after being unfairly fired and they managed to get me paid for the days of work I missed. I would recommend people who have a problem at work to talk to a state agency, be it ALRB, Labor Commissioner or Cal OSHA.*

*Enough of so many humiliations."*

**-Juan Jimenez**